



# ROEDEAN SCHOOL (SA)

INSPIRING A LIFE OF SIGNIFICANCE

— Founded 1903 —

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Subject: Board Response to the Community Petition dated 2 June 2026

Dear Concerned Roedeans, Parents and Others,

We write to you with gratitude, humility, and a deep sense of responsibility.

We have received and carefully read the petition dated 2 June 2026, signed by parents, old girls, and members of our broader community. We are moved by the number of voices that have come together, not in opposition to this school, but in love for it. We hear you, and we thank you.

We wish to acknowledge that this community has endured an extraordinarily difficult period. The concerns now being raised exist within that context, and we are deeply sorry that recent developments have added to that burden. Intentions do not negate impact, and we take that seriously.

We will address each concern raised in the petition directly and honestly.

## I. MS. SARAH CALBURN — APPOINTMENT AND RESIGNATION

We wish to set out the facts clearly and without equivocation.

On Saturday, 30 May 2026, the Non-Executive Directors of the Board became aware of the growing concern within the community regarding the appointment of Ms. Sarah Calburn. She was appointed to the Board with reference to Heritage and Architecture in recognition of her skills as a globally recognised architect who has a track record with Roedeans as well as an intimate knowledge of the school's physical environment. The Board convened on Sunday, 31 May 2026, to deliberate the matter with the seriousness it deserved. Ms. Calburn tendered her resignation on the morning of Monday, 1 June 2026. The petition was formally presented to the Board on Tuesday, 2 June 2026.

Ms. Calburn is no longer a member of the Roedean Board.

## II. BOARD COMPOSITION AND APPOINTMENT PROCESS

We wish to be direct with the community on this point: the Board followed a thorough and proper governance process in the appointment of new board members. The community was invited to nominate candidates, a detailed board member job specification was developed outlining the specific skills required, and the individuals appointed to the Board were selected on the basis that they met those requirements. All decisions were made in accordance with the school's Constitution, were properly deliberated, and were duly minuted. The Board acted fully within its mandate and ambit, and the process of board renewal is a legitimate and necessary function of governance. A copy of the Board Member Job Specification is attached for the community's reference.

The process is ongoing. We invite any community member with the relevant skills and commitment to Roedean's values to submit their candidacy for consideration. Details of the skills required are set out in the attached job specification. Please do get in touch with us directly should you wish to be considered for a role on the Board.

The Board is committed to reflecting the full diversity of the Roedean community; the diversity of backgrounds, cultures, experiences, and ideas that make this school what it is. That diversity must be genuine and must be grounded in the values of Truth, Honour, Freedom, and Courtesy that have defined Roedean for over a century. This remains the lens through which all board composition decisions are made. The work of building a suitable board for this school continues, and we are committed to getting it right.

We note the community's reference to King IV governance principles and the best practice documentation shared in the accompanying drive, including MOIs and constitutions from peer institutions. These are appropriate and welcome benchmarks, and the Board will engage with them as part of its ongoing governance work.

## III. THE RESIGNATION OF MRS. LINDI DLAMINI

Mrs. Lindi Dlamini resigned from her position on 4 March 2026. We understand the concern and sadness felt across the community at her departure. Mrs. Dlamini served this school with distinction, and the Board records its sincere appreciation for her service to Roedean.

#### IV. THE INDEPENDENT REVIEW INTO THE KING DAVID MATTER

We hear the community's request for greater clarity on the findings of the independent review. We are pleased to advise that the Board's communication on this matter is being finalised and will be shared with the community imminently. We recognise that this update has been long awaited, and we thank the community for its patience.

#### V. TRANSPARENCY AND COMMUNITY ENGAGEMENT

Running through every concern in this petition is a single, consistent request: to be heard, to be informed, and to be treated as partners in the governance and wellbeing of this school. That is a reasonable expectation, and we are committed to meeting it.

We acknowledge that the community has had to resort to a formal petition in order to receive a response. That should not be necessary, and we apologise for it. The Board is committed to being accessible, responsive, and timely. The Board is also committed to ensuring that this community never again feels it must escalate in order to be heard.

We look forward to the continued engagement and welcome further dialogue.

Roedean has stood for over a century as a beacon of girls' education in this country. Its legacy belongs not to its Board, nor to any single generation, but to the thousands of young women it has shaped and continues to shape. That legacy demands honesty, accountability, and a willingness to act. We are committed to all three, and it is by our actions that we ask to be judged.

Yours in service to this school and its community,

The Non-Executive Members of the Board